



EXHIBIT NO. 8

CAROLINE K. POWLEY

SECTIONAL AERONAUTICAL CHART - New Orleans

PREDICTED CONTOURS - CITY, GRADE A, GRADE B

RADIALS

PRINCIPAL CITY

AREA WITHIN B CONTOUR - 3503 sq. km

POPULATION WITHIN B CONTOUR - 56,032

SCALE 0 10 Km

MODEL EQUAL EMPLOYMENT OPPORTUNITY PROGRAM

I. GENERAL POLICY

It is our policy to provide equal employment opportunity (EEO) to all qualified individuals without regard to their race, color, religion, national origin or sex in all personnel actions including recruitment, selection, promotion, compensation, training and termination.

It is also our policy to promote the realization of EEO through a positive continuing program of specific practices designed to ensure the full realization of EEO without regard to race, color, religion, national origin or sex.

To make this policy effective and to ensure conformance with the rules and regulations of the Federal Communications Commission, we have developed an EEO program which includes the following elements:

II. RESPONSIBILITY FOR IMPLEMENTATION

~~The~~ general manager is responsible for the administration and implementation of our EEO program. It is also the responsibility of all persons making employment decisions with respect to recruitment, evaluation, selection, promotion, compensation, training and termination of employees to ensure that our policy and program is adhered to, and that no person is discriminated against in employment because of race, color, religion, national origin or sex.

III. POLICY DISSEMINATION

To assure that all members of our staff are cognizant of our EEO program and their individual responsibilities for carrying out this program, the following communications efforts are made:

The station's employment application contains a notice informing prospective employees that discrimination on the basis of race, color, religion, national origin or sex is prohibited, and that they may notify the appropriate local, state or federal agencies if they believe that they have been the victims of any discrimination.

Appropriate notices are posted informing prospective employees that the station is an equal opportunity employer, and that they may notify the appropriate local, state or federal agencies if they believe that they have been the victims of discrimination.

In the event any unions become bargaining agents at the station, we shall seek their cooperation to help implement our EEO plan, and shall insist that all union contracts contain appropriate nondiscrimination clauses.

IV. RECRUITMENT

To ensure nondiscrimination in relation to minorities and women, and to foster their full consideration in filling job vacancies, we utilize the following recruitment procedures:

We attempt to maintain systematic communications, both oral and written, with a variety of minority and women organizations to encourage the referral of qualified minority and women applicants.

In addition, we deal only with employment services, including state employment agencies, which refer job candidates without regard to their race, color, religion, national origin or sex.

When we recruit prospective employees from educational institutions, such recruitment efforts include area schools and colleges with significant minority and women enrollments.

When utilizing advertising for recruitment purposes, our advertising always indicates that this station is an equal opportunity employer and contains no indication, either express or implied, for a preference for one sex over another.

When utilizing advertising for recruitment purposes, some of the advertisements we place are in media which have substantial circulation or are of particular interest to minorities and women.

We encourage present employees, particularly minority or female employees, to refer minority or female employees for present and future job openings.

V. TRAINING

Station resources are such that we are unable or do not elect to institute specific programs to upgrade skills of our employees.